



HUMAN RESOURCES BOARD  
Brookline Town Hall  
333 Washington Street  
Brookline, MA 02445

Kenneth V. Kurnos, Chair  
Edward DeAngelo  
Gerald Raphael  
Elizabeth Venti

**Town of Brookline  
Human Resources Board –Public Hearing  
Tuesday, April 8, 2014  
7:00 PM**

**Present: Ken Kurnos, Chairman, Beth Venti, Edward DeAngelo, Gerald Raphael**

**Also Present: Sandra DeBow, Director of Human Resources, Marjie Lalli, Human Resources; Bobbie Knable and Lori Cawthorne**

**Public Hearing – Article X**

Chairman, Ken Kurnos, explained that Article X is a warrant article submitted by the Selectmen's Diversity, Inclusion and Affirmative action Committee for the purpose of revising the current Human Relations Youth Resources bylaw. Mr. Kurnos discussed that he was a member of that committee and that it touches on some HR areas that the HR board should consider tonight for the purpose of making a recommendation to Town on these issues in the warrant article.

Sandra DeBow explained the schedule of when the article would be taken up by the Advisory Subcommittee, the Board of Selectmen and the Full Advisory Board.

Ken Kurnos discussed that he had issues with the way the Warrant Article X is written explaining that the Commission cannot go into executive session in discussing a complaint by a citizen or employee of the Town so that the claimant's dispute would be public record. Ken Kurnos also thought there would be a problem with employees being involved in the process because of collective bargaining.

Ed DeAngelo commented that it seems like the intent of the language is to provide an alternative dispute process that does not lead to litigation.

Sandra DeBow explained that she felt that this forum would be a precursor to litigation and the claimant could be harming his/her claim by going through this process first. Also, there would be issues when dealing with employees who are unionized.

Ed DeAngelo discussed the position of Chief Diversity Officer and what authority this position would have. Ed explained the importance of having this position work with the HR Director.

Ed DeAngelo explained that the HR Board should the goals that Article X hoped to achieve but that these issues should fall under HR policies. The HR Board is not opposed to a diversity policy and that

procedures must be put in place to work with the HR Director and go before HR Board to make recommendations to the Board of Selectmen like all other employee policies.

**Upon motion duly made and seconded, The Board voted that Ed DeAngelo would draft language that would amend Article X on behalf of the HR Board to be presented at the upcoming hearings.**

**There being no further business, Ken Kurnos moved to adjourn the Public Hearing which was unanimously approved.**